

Human Rights Commission  
Meeting Minutes 10/19/2016  
Bangs Community Center

Members Present: Sovann-Malis Loeung, Matthew Charity, Jessica Maposa Ingrid Askew, Greg Bascomb, Sid Ferreira

Absent, Carol Ross, Brenda Mutai,

Others Present: Deborah Radway, Director of Human Rights, Town Manager Paul Bockelman, Economic Development Director Geoff Kravitz, Scott Merzbach (press)

Meeting called to order at 6:00 pm

Agenda Additions: none

Introductions

Old Business:

- Minutes of September 2016 were not available and will be reviewed at next meeting.
- Report on Commission Affirmative Action Policy Review
- Follow-up: Affordable Housing- rental and home ownership- Commission encourages examination of issues of housing equity- A big concern.
  - Building Commissioner Rob Morra - has info on how many families are in town and housing mix; check town website
  - Commission should collaborate with existing town committees grappling with affordable housing, including the housing and shelter committee and UTAC. Director Radway to supply contact information to Matthew and Sid.

New Business

- Free ranging Discussion with Town Manager and Economic Development Director
  - **Town Manager Paul Bockelman**- many challenges facing community including working with homelessness, new shelter opening this week, trying to be sensitive and remain safe. - Hiring practices are very important to me, these are long term decisions that impact the image and reality of working government. It is important to have a workforce that reflects the diversity of the community. Look forward to collaborating with the Commission on figuring out how to achieve that.
  - Discussion on partnership opportunities with Town Committees and the need to prioritize ease of access to committee work to encourage more diversity. Majority of committees white and older. Meetings are often at night. Open meeting law prohibits non-posted meeting deliberation.
  - Discussion of education opportunities and Commission input. Commissioners expressed concern about consideration of equity in treatment of students, and a rights-based approach in considering town resources and talents.
  - **Economic Development Director Geoff Kravitz**  
pay equity a focus;  
social entrepreneurship—there are ways to address and solve social problems while own a business non-profits don't generate tax revenue gain but bring other sometimes intangible attributes to the community. We need to support them as well.

Discussion of the application of human rights standards in town offices, and the acceptance of

information by Town agencies and offices.

- Director Kravitz noted that while the Commission might be interested in sharing standards, a number of development focuses have been to engage businesses in areas of financial growth that might be helpful to local communities – in fact, former Governor Deval Patrick is doing such work for Bain Capital. area of interest- human rights education- international standards...  
- gather and share standards (capital investments).

In discussion, the Chair reiterated the need to bring in the Town Manager, Chief Livingstone, and other local leaders, including businesses, on human rights standards.

**1. 2017 HRC EVENTS CALENDAR: MARK THESE DATES**

- Dec 6 AI 128 event at Jones Library-Ingrid to coordinate an activity
- December 10 Human Rights Day reading and candlelight vigil
- January 14 Annual Breakfast
- February Black History Month- Ingrid to arrange an event if she is here-  
musical on Underground Railroad.
- March Walk for a New Spring event
- June 17 Human Rights Heroes picnic at Mill River
- July 4 Frederick Douglass reading on the Common.

Adjourn 7:45PM

Malis Loeung  
Notetaker